

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY, CALIFORNIA
AND RECORD OF ACTION**

APRIL 6, 1999

**FROM: GARY PENROD, SHERIFF
SHERIFF'S DEPARTMENT**

**SUBJECT: EMPLOYMENT CONTRACT WITH ROBERT C. HEARD TO PROVIDE
SERVICES AS A POLYGRAPH EXAMINER.**

RECOMMENDATION: Approve employment contract with Robert C. Heard to provide services as a Polygraph Examiner.

BACKGROUND INFORMATION: Per Department policy, polygraph examinations are administered to Deputy Sheriff applicants, suspects or witnesses in selected felony cases, and to persons involved in internal affairs investigations. Additionally, several local law enforcement agencies contract with the Sheriff's Department for polygraph services.

The Sheriff's Department has identified the need for a Spanish-speaking polygraph examiner. Mr. Heard is a trained polygraph examiner and is fluent in Spanish. Due to the specialized training and certification required to be a polygraph examiner, these positions have been traditionally filled by retired law enforcement officers working as contract employees. Contract positions give the Department the flexibility to schedule contractor to part-time hours, as the workload fluctuates.

REVIEW BY OTHERS: This contract has been reviewed by the County Administrative Office, County Human Resources, SBPEA, and has been reviewed and approved as to form by Deputy County Counsel W. Andrew Hartzell.

FINANCIAL IMPACT: Sufficient funds exist in the Sheriff's Department FY1998/99 Budget to cover the additional cost of \$11,500 for this fiscal year. Full-year funding will be included in the Sheriff's Proposed Budget for FY 1999/2000.

SUPERVISORIAL DISTRICT(S): All Districts

PRESENTER: Mr. Doug Hallen

Record of Action of the Board of Supervisors